KING COUNTY AUDITOR'S OFFICE 2000

ANNUAL REPORT

King County Seattle, Washington

County Auditor Don Eklund

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MEMORANDUM

Don Eklund

King County Auditor

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Metropolitan King County Councilmembers:

Attached is the 2000 Annual Report of the King County Auditor's Office. The report contains information about the office's purpose, organization, and staffing, and summarizes work completed during 2000.

The Auditor's Office completed eight reports during 2000. These reports consisted of five management audits and three special studies. Summaries of the reports are presented in the "Projects Completed in 2000" section of this annual report and include:

- Audit Recommendation Implementation (Special Study)
- Sheriff's Office Overtime (Management Audit)
- Office of Human Resources Management Hiring Practices (Management Audit)
- Columbia Public Interest Policy Institute (Management Audit)
- King County Permit Processes and Practices (Management Audit)
- School Impact Fees (Special Study)
- Scale Operator Injury Claims (Management Audit)
- Parks Department Span of Control (Special Study)

In addition to the above projects, the office completed eleven management letters which generally followed up on previous projects, formally answered a particular councilmember's question, or responded to a specific issue addressed to the Auditor's Office. The office also spent a considerable amount of time on the Financial Systems Replacement Program.

Additional information about the office and summaries of reports published from 1992 to date are provided on the King County Auditor's web site at http://www.metrokc.gov/auditor. Report summaries can be accessed by department or year. Reports completed in 2000 are also available in their entirety on the web site.

Audit staff appreciate the support of the Metropolitan King County Council and the cooperation of the County Executive and executive branch staff during the past year.

Respectfully,

Don Eklund, County Auditor



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INTRODUCTION

The King County Auditor's Office was established on February 1, 1970. Section 250 of the King County Home Rule Charter created and placed the office within the legislative branch of county government.

Under the provisions of the King County Home Rule Charter, the primary responsibility of the County Auditor's Office is to conduct, or manage consultants who conduct, independent audits and special studies of county agencies. Audits and studies are reported to the Metropolitan King County Council and focus on: (1) the quality and efficiency of agency operations, (2) program effectiveness, and (3) the integrity of the financial management system. These audits and special studies provide information to county officials and citizens regarding the use of public resources in the operation of public programs, and are the principal means to report on government operations. The office's audits and special studies generally determine:

- Mhether an organization, program, or process is efficient and effective
 Management audits assess whether or not agencies are operating efficiently and
 effectively; services delivered are beneficial or worthwhile; and management is
 appropriately planning, directing, and monitoring organizational activities. Audit
 recommendations focus on solutions for improving the operational efficiency and
 effectiveness of county programs and services.
- Whether trustees of county assets are exercising proper stewardship responsibilities. Financial-related audits assess how well county resources are managed and whether internal controls, established to protect county assets, are adequate. Expenditures may be tested and analyzed to determine if funds are appropriately expended. Financial-related audits generally include specific recommendations to strengthen county financial management practices and internal controls.
- 3) Whether an organization executes its legally mandated function Compliance audits assess whether or not county services and activities are performed in compliance with legislative policies and legal mandates. Audit recommendations address the corrective action necessary to bring agencies into compliance with legislative policies.
- 4) Whether an organization is achieving the results intended by the legislative body. Program results audits determine whether intended program performance is being achieved, and whether the organization has considered alternatives that would improve program performance. Audit recommendations focus on changes needed to enhance program performance.

Additional information about the office can be found on the King County Auditor's Office web site on the internet at http://www.metrokc.gov/auditor. The site features an audit report index, online reports, and information about current projects, the Metropolitan King County Council, King County government in general, and links to audit-related sites.

ORGANIZATION

The operating guidelines of the Auditor's Office are adopted from Government Auditing Standards issued by the Comptroller General of the United States General Accounting Office, which is a legislative branch agency of the federal government. The Auditor's Office independently collects and analyzes information about county operations as well as prepares audit reports and studies for presentation to the Metropolitan King County Council and public dissemination.

Mission Statement

Perform high quality, independent, and objective analysis while conducting management and financial audits and special studies to assist the Metropolitan King County Council in its oversight of county government operations.

Staffing

In order to accomplish our mission, the Auditor's Office employs highly competent and professional staff. In 2001, eleven (11) full-time staff are employed in the Auditor's Office. A part-time graduate school student intern is expected to be hired by mid-year. Staff members are competitively recruited from both the public and private sectors. Management and financial auditors generally have advanced degrees in either business or public administration. In addition, three auditors have professional certifications.

The Auditor's Office has reviewed virtually all county agencies, functions, and activities over the years. Audit coverage has ranged from drug and alcohol programs to youth services from restaurant inspections and solid waste to transit operations and information technology. The ability to review almost any government program or function requires a multidisciplinary staff. Audit staff have expertise in a variety of disciplines such as accounting, business administration, public policy, and public administration.

When an assignment requires specialized experience unavailable to audit staff, outside consultants are called in to conduct the assignment, which is managed by audit staff. Consultants have been utilized on about 10% of audit projects.

The office's commitment to quality is achieved by adhering to the demanding professional standards promulgated by the General Accounting Office (GAO). These standards require that staff be qualified and not subject to undue influence (i.e., independent), that they conduct assignments in a professional manner, and that audit work meets the assignment's objectives. Reports based on this work are accurate, objective, and timely. When issued, all reports are available to the public in hard copy and are also available online at the Auditor's Office web site.

Staff keep up with current developments in auditing, consistent with the General Accounting Office's (GAO) standards, through 80 hours of continuing education every two years and through memberships in professional organizations.

The office was awarded the Knighton Award by the National Association of Local Government Auditors for the best performance audit of 1995 and 1996.

Budget

The Auditor's Office budget is approved by the Metropolitan King County Council during the county's annual budget process. A summary of office appropriations and expenditures since 1993 are presented below along with the 2001 appropriated budget.

		AMOUNT	AUTHORIZED
YEAR	BUDGET ¹	EXPENDED	POSITIONS ²
1993	809,069 ³	780,005	11
1994	731,056	722,569	11
1995	1,133,036 ⁴	896,941	12
1996	954,653	877,163	12
1997	1,404,061 ⁵	870,353	12
1998	1,316,413 ⁶	953,478	12
1999	1,311,145 ⁶	1,091,521	12
2000	$1,199,250^6$	882,132	11
2001	$1,618,907^7$		11

¹ Original council-adopted budget. ² Interns and work study students are not included.

³ Included \$100,000 for a consultant study.

Included \$300,000 for a consultant study.

Included \$500,000 for consultant construction management audits.

⁶ Includes \$300,000 for consultant construction management audits.

⁷ Includes \$565,000 for consultant audits of construction management and financial systems replacement program.

	1993	1994	1995	1996	1997	1998	1999	2000
WORK FORCE								
Auditors	8	8	9	9	9	9	9	8
Interns	3	3	3	2	2	2	2	2
Administrative Support	3	3	3	3	3	3	3	3
Total	14	14	15	14	14	14	14	13
AUDITOR PROFILE ¹								
Master's Degree								
• Business ¹	2	2	3	3	3	3	3	2
 Public Administration¹ 	4	5	5	5	5	5	5	5
Bachelor's Degree	2	1	1	1	1	1	1	1
СРА	4	4	4	4	4	4	4	3
CIA	1	2	2	2	2	2	2	1
СМА	0	0	1	1	1	1	1	0
GENDER/ETHNIC BACKGROUND ²								
Women	8	9	10	8	8	9	9	9
Men	6	5	5	6	6	5	5	4
Asian	6	6	6	4	5	5	4	4
Black	0	0	0	0	0	0	0	0
Caucasian	7	7	8	9	8	8	9	8
Hispanic	1	1	1	1	1	1	1	1

Includes highest degree attained plus CPA, CIA, and CMA designations that account for some double counting of full-time auditors.

2	Includes interns.	

PERFORMANCE INDICATORS

	1993	1994	1995	1996	1997	1998	1999	2000
TOTAL PRODUCTS COMPLETED	19	19	20	24	24	25	23	20
Completed Written Reports ¹	12	12	10	10	11	8	9	8
Completed Management Letters	4	1	7	12	10	12	7	11
Completed Consultant Reports	0	0	0	1	0	0	3	0
Ordinances/Motions Completed	3	5	2	0	2	2	1	0
Project Monitoring		1	1	1	1	3	3	1
COUNCIL-REQUESTED PROJECTS COMPLETED BY AUDIT STAFF ²	10	10	7	9	10	6	9	8
COMPLETED WRITTEN REPORTS PER AUDITOR	1.5	1.5	1.1	1.1	1.2	0.9	1.0	1.0
COMPLETED PRODUCTS PER AUDITOR	2.4	2.4	2.2	2.7	2.7	2.8	2.6	2.5
AUDIT RECOMMENDATION IMPLEMENTA	TION STATU	S³						
Total # of Recommendations Made	178	89	79*	105*	68*	n/a	n/a	n/a
Implemented	127 (71%)	54 (61%)	55 (70%)	81 (77%)	62 (91%)	n/a	n/a	n/a
Partially Implemented	24 (14%)	23 (26%)	13 (16%)	16 (15%)	4 (6%)	n/a	n/a	n/a
Not Implemented	27 (15%)	12 (13%)	11 (14%)	8 (8%)	2 (3%)	n/a	n/a	n/a
STAFF MONTHS ⁴ PER PROJECT ²								
Less than 3 months	1	1	1	0	0	4	3	1
More than 3 up to 6 months	6	7	4	2	7	3	1	0
More than 6 up to 9 months	3	1	4	3	2	0	1	1
More than 9 up to 12 months	1	0	1	5	1	1	0	5
More than 12 up to 15 months	1	0	0	0	0	0	1	0
More than 15 up to 18 months	0	0	0	0	1	0	1	1
Over 18 months	0	3	0	0	0	0	2	0
Average staff months	6.14	8.63	5.87	8.57	6.60	4.30	12.79	9.22
RESOURCE UTILIZATION (auditors + inter	ns)							
Administrative Time	12.80%	14.86%	13.06%	7.78%	7.41%	6.93%	9.27%	5.89%
Training and Leave Time	10.08%	15.21%	13.11%	11.85%	13.75%	15.60%	15.54%	15.68%
Direct Time	77.10%	69.93%	73.83%	80.37%	78.84%	77.47%	75.19%	78.43%

Does not include consultant reports.
Includes completed written reports only.
Based on a report which will be done every 3-4 years.
Auditor, intern, and administrative support hours converted to months
Does not include recommendations of 6 reports published from 1994 through 1997; implementation status of those reports will be evaluated during the next audit recommendation implementation review.

PROJECTS COMPLETED IN 2000

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Sheriff's Office Overtime*	12
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School Impact Fees*	16
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Parks Department Span of Control*	18

*Council-requested projects

		Team I	Members
		Nancy McDaniel, Manage	ement Auditor
REPORT TITLE	Audit Recommendation Impler	nentation REPOF	RT NUMBER 2000-01
SCOPE	Financial Related	Econom	y and Efficiency
	Compliance	Program	n Results
	Internal Control Review	X Special	Study
OBJECTIVES	Review a sample of audits to det implemented. The study reviewed released by the Auditor's Office to audits where the follow-up was not commitments. Those audits will be Implementation study.	ed the audits, studies, and r from 1994 through 1997, wi ot completed in time for this	management letters ith the exception of six s review, due to other audit
HIGHLIGHTS	The study concluded that 76 per implemented or in the process of implemented to some extent, altr percent had not been implement changes in legislation or other circunding.)	being implemented. Anoth hough complete implementa ed; and 3 percent were no	her 14 percent had been ation was unlikely; 8 longer applicable due to
	Although the percentages in the more and less significance, audit made in implementing significant previous implementation study, where important issues had not be	staff were satisfied with the recommendations. This co which resulted in additional	e progress agencies had ontrasts favorably with our
TIME FRAME	Start Date: 7/15/98 Compl	etion Date: 6/13/00 He	ours Spent: 1,481
POTENTIAL BENEFITS	Financial Impact	Internal	Control Improvements
	Directly Recoverable Co	sts X Operation	onal Improvements
	Policy Alternatives	Other	

			Team Members Principal Managemen gement Auditor Intern	t Auditor
REPORT TITLE	Sheriff's Office Overtime	LISA A. LUSK, MANAÇ	REPORT NUMBER	2000-02
SCOPE	X Financial Related	X	Economy and Efficie	ncy
	Compliance		Program Results	·
	X Internal Control Revie	ew	Special Study	
OBJECTIVES	Determine why the Sheriff's of procedures that may have co		998 budget and evalua	ate policies and
HIGHLIGHTS	Patrol officer overtime despite workload indice Office management produced available substantiated. The autorocedures to monitor Insufficient data and meffectively managing the recommended that the policies and procedure time, limit the overtime earn in a year and/or pand require periodic vertime periodic vertime periodic vertime to use MPP as a manal. The Sheriff's Office did recommended that the scheduling patrol office means of backfilling for	and comp time hours ator decreases that ra ovided several reaso data to determine the dit recommended the and management controls the use of overtime are Sheriff's Office estates that include criterials and/or comp time hopovide for assigning the different and hours in 18. The audit recomposide details regarding the backfill overtime agement tool for scheet and not use the relief face Sheriff's Office use the stablish a regarding and stablish a regarding the sheriff's Office use the stablish a regarding and stablish a regarding and stablish a regarding the sheriff's Office use the sheriff's Office use the stablish a regarding the sheriff's Office use the stablish and the sheriff's Office use the sheriff's Office	s increased 36% from 1 anged from 15% to 22% ns for the significant grat none of their reason at the Sheriff's Office and comp time. prevented the Sheriff's not comp time. The audiblish comprehensive of for approving overtime or a more enformed on overtime are creased by 41% and 3 mended that the Shering why backfill overtime may be used, and required the relief factor as a belief pool to be used as noties.	6. Sheriff's rowth, but had as were develop 6 Office from dit department-wide e and comp employee can uitable basis, and comp time to 1%, respectively iff expand the e is used, uire all precincts ol. The audit asis for a the primary
	 Growth in the use of coreduced police service when the comp time is unanticipated payouts audit recommended to decisions that address There was no correlating requested budget amo expenditures. The audit combination of historical estimate the budget for the estimate the service. 	es, higher costs, and/of taken later. Also, the for employees who can that the Sheriff's Office the increasing accurron between prior year unts or between adoptit recommended the all overtime expenditions.	or additional use of bace Sheriff's Office faces ash out their unused complement policy an nulation of comp time. The complement policy an action of comp time of the complement policy and the Sheriff's Office cours and analysis of overses and analysis of overses.	ckfill overtime the potential of omp time. The d budget expenditures and nd actual use the
TIME FRAME	Start Date: 6/7/99 Co	mpletion Date: 6/16	/00 Hours Spent:	2,515
POTENTIAL BENEFITS	X Financial Impact	X	Internal Control Impr	
	Directly Recoverable		Operational Improve	
			_ , , , , , , , , , , , , , , , , , , ,	

2000	PRO.	JECTS
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X Policy Alternatives Other:

			T	us Manakana
	Team Members Kimberly Dutton Cregeur, Management Auditor			
	Office of House De			idiagement Additor
REPORT TITLE	Office of Human Res Hiring Practices	sources Managemer	1t	REPORT NUMBER 2000-03
SCOPE	Financial Rela	ited		Economy and Efficiency
	X Compliance			Program Results
	X Internal Contro	ol Review		Special Study
OBJECTIVES	King County policies filled between June 1	and procedures durin 996 and June 1999.	g the hir The aud	s Management (OHRM) adhered to ing process for OHRM positions lit scope encompassed the hiring ervice, exempt, and temporary
HIGHLIGHTS	Significant findings a	nd recommendations	included	l:
	OHRM's disregard for county policies and procedures pointed to a lack of management control and, especially in the case of the Director's former coworkers, gave the appearance of favoritism. OHRM did not retain hiring records, awarded high starting salaries without explanation, insufficiently authorized special duty assignments, and did not follow reclassification procedures. In addition, nine employees that had worked with the former Director at the Seattle Public School District (SPSD) were hired into OHRM. Six additional new OHRM employees that either knew the Director or had been employed at SPSD at the same time were also identified. All 15 were associated with at least one irregular hiring or personnel action. For example, a competitive hiring process could not be verified for any of the nine employees hired into career service. Thirteen of the 15 were hired at mid-range or higher without explanation, including nine employees paid at steps 9 or 10 on a 10-step pay scale. The audit recommended increased oversight and monitoring of OHRM by the County Executive and formalization of OHRM's hiring procedures.			
	required by the <u>l</u> follow procedure	<u>ogan/Knox</u> settlemers s or maintain docume	nt and the entation f	temporary positions in OHRM as e County Executive. OHRM did not for the approval of term-limited ed improved recordkeeping and
	recordholder by a filing backlog s for retention und	not maintaining recorseveral years old that	ds in acc containe dit recor	unty's primary personnel cordance with state law. OHRM had ed hundreds of documents required mmended eliminating the filing ocedures.
	over salary admi salaries and also duty salary incre	nistration. OHRM rel eliminated upper lim	axed crit nits on pro pmmend	lines that weakened the controls teria for starting and special duty obationary, promotional, and special led reinstating maximum salary
TIME FRAME	Start Date: 8/25/9	9 Completion Date	e: 8/15/	/00 Hours Spent: 1,649
POTENTIAL BENEFITS	X Financial Imp		Х	Internal Control Improvements
	Directly Reco	verable Costs	Х	Operational Improvements
	X Policy Alterna	atives		Other

	Team Members				
		Susan Baugh, Pri Bert Golla, C.P.A		anagement Auditor Financial Auditor	
REPORT TITLE	Columbia Public Intere	est Policy Institute	e R	EPORT NUMBER	2000-04
SCOPE	X Financial Related	d		Economy and Efficien	су
	X Compliance			Program Results	
	X Internal Control F	Review		Special Study	
OBJECTIVES	Review Columbia Public Special Program Contra requirements. Identify the the terms of the contract management practices v	ct, including the ge he services and be t. In addition, the C	eneral and enefits pro	d project-specific cont ovided to King County	ractual citizens under
HIGHLIGHTS	Significant findings and	recommendations	include:		
	contractual require However, the proje The audit recom n	ements and its project scope was not s nended that the Co early defined and d	ect-specific a ommunity	ce with King County's ic contractual require nd key terms were no Services Division en es are appropriately d	ments. t well defined. sure that key
	however, its intern by requiring two sign Columbia Policy In duties would included preparing the mon	al controls could b gnatures on check nstitute's Board of I de reviewing bank thly bank reconcilia equiring two signat	e improve s. The au Directors a statemen ation state	gement practices wered through separation adit recommended the appoint a new treasurets and cancelled checement. The Institute seach check that exceed	of duties and nat the er whose cks as well as should also
	The Columbia Policy Institute Executive Director's responsibilities were not clearly identified in either the county contract or internal organization documentation, and his compensation was not tied to deliverables. The audit recommended that the Columbia Policy Institute develop a written, performance-based employment contract, which describes the Executive Director's responsibilities and the basis for future compensation based upon clearly specified deliverables. The Community Services Division Coordinator should review the employment contract to ensure that it is consistent with the terms of the King County contract.				
TIME FRAME	Start Date: 5/18/00	Completion Date	e: 7/31/0	00 Hours Spent: 3	370
POTENTIAL BENEFITS	Financial Impact	t	X	Internal Control Impro	ovements
	Directly Recove	rable Costs		Operational Improver	nents
	X Policy Alternativ	ves .		Other	

		Team Members
		Susan Baugh, Principal Management Auditor
REPORT TITLE	King County Permit Processes and Practices	REPORT NUMBER 2000-05
SCOPE	Financial Related	Economy and Efficiency
	X Compliance	X Program Results
	Internal Control Review	Special Study
OBJECTIVES		
HIGHLIGHTS	Significant findings and recommendations	s include:
	established for the issuance of reside recommended that DDES develop a the volume of workload that can be processed workload levels that were processed revisions should be considered to extend the residence of	workload model that reasonably estimates
	The audit recommended that DDES improvements in the Permit Center to	olume of new permit applications accepted.
	practices limited residential permit properties in the recommended that DDES managements staff and applicants the level of custon revenues so that service expectations	ent continue to clarify for county officials, omer service that can be sustained with DDES is are consistent with its operations. If the county decision makers, more DDES resources
	DDES's response. The audit recomprovided in response to formal disclosure.	f survey respondents were satisfied with mended that DDES ensure that information
TIME FRAME	Start Date: 7/19/99 Completion Da	te: 8/3/00 Hours Spent: 1,484
POTENTIAL BENEFITS	Financial Impact	Internal Control Improvements
	Directly Recoverable Costs	X Operational Improvements
	X Policy Alternatives	Other

		Team Members
		Bert Golla, Senior Financial Auditor
REPORT TITLE	School Impact Fees	REPORT NUMBER 2000-06
SCOPE	Financial Related	Economy and Efficiency
	Compliance	Program Results
	Internal Control Review	X Special Study
OBJECTIVES	data used in computing school im	f the basis of School Impact Fees and the financial npact fees, the consistency of the data with the nd the adequacy of the county's system for evaluating chool districts.
HIGHLIGHTS	Significant findings and recomme	endations include:
		data and the bases for cost elements used in the ees in 1998 and 1999 were generally reasonable and apital facilities plans.
	identifying and disclosing in t	brove the process of computing school impact fees by the capital facilities plan the bases used in estimating es in the bases, if any, during the reporting year.
	school) which were used by s impact fees were not current. Technical Committee (SRTC County Council for its approv and frequency (e.g., annual,	span (elementary, middle/junior high, and high some school districts in the calculation of school . The study recommended that School Review) should develop and submit, to the Metropolitan King ral, proposed guidelines which address the process biennial) of the development of student factors which school impact fees for single family and multi-family
	function by adequately review	w Committee generally had properly discharged its wing and evaluating the information in the capital mitted by the school districts to the county for act fees.
	to assist the districts in the pr	TRC provided school districts with written guidelines reparation of their capital facilities plans and to affect the calculation of school impact fees.
	1999 general election, may a requiring approval of the vote unconstitutional by the King (roved by the voters of Washington in the November affect future increases to school impact fees by ears in the school districts. The initiative has been ruled County Superior Court. The study recommended districts should monitor the judicial review process.
TIME FRAME	Start Date: 10/20/98 Comple	etion Date: 7/12/00 Hours Spent: 1,424
POTENTIAL BENEFITS	Financial Impact	Internal Control Improvements
	Directly Recoverable Cos	sts X Operational Improvements
	Policy Alternatives	X Other: Compliance

			Team Members	
			niel, Management Auditor , Financial Auditor	
REPORT TITLE	Scale Operator Injury Claim	าร	REPORT NUMBER	2000-07
SCOPE	Financial Related		Economy and Efficienc	y
	Compliance		X Program Results	
	Internal Control Revie	ew	Special Study	
OBJECTIVES			y claims and determine the effe laims Management in respondir	
HIGHLIGHTS	which are staffed by 37 scale injuries were reported by 16 sopening and closing the slidir Solid Waste automated the deben reported. Significant findings and records	e operators. Frescale operator ong glass doors doors, and since ommendations in the second second of the second of	ouses at its transfer stations and rom 1993 through 1998, 23 reperson. The main factor listed for the sused for customer transactions be then only one repetitive motion include:	etitive motion e injuries was s. In 1998 on injury has
	the series of repetitive me preventive. Safety and C evaluations of the ergonomeasurements indicated force. In addition, while administrative controls (erecommendations by Saf Solid Waste delayed or codid recommend. The audition proactive approach for respective.	otion injuries a Claims did not omic risk factor ergonomic for physical change.g., employee fety and Claims did not act on the dit recomment	among the scale operators was a follow up on significant discrepars at the scale houses, even the ces that were near the limit of a ges are generally preferred over training) for ergonomic hazards a were for employee training. When the physical changes that Safety and Claims devolusters of repetitive motion injuriensure consistency in work method	not timely or ancies in its ough some acceptable r s, most of the Moreover, y and Claims yelop a ies, including
	order requests from emple act on simple requests the noted, however, that dividesigning new scale hounew buildings. The audi revise its system for requ	loyees and as nat involved ergain managem ses, which should trecommend uesting mainter	an effective process for prioritize a result, took an unacceptably I gonomic and safety issues. Authent had included the scale operated result in more ergonomic feed that Solid Waste Division manance or repairs to ensure a time k order requests based on safety	ong time to dit staff rators in eatures in the anagement nely,
	the future. The audit rec repetitive motion injuries. Claims: 1) consider cont	commended to solid Waste laracting with an iew the scale of	ndows may be a possible ergon hat in the event of future cluster Division management and Safe or ergonomics specialist for evaluation perators' work schedule for pos	rs of ty and uations of the
TIME EDAME	Start Date: 5/20/09 Ca	mplotion Data	. 11/17/00 Hours Coost: 4	<u> </u>
TIME FRAME		mpletion Date		
POTENTIAL BENEFITS	Financial Impact	Cont	Internal Control Improv	
	Directly Recoverable	Costs	X Operational Improvement	ents
	Policy Alternatives		Other Other	

			Team Me	mbers	
		Harriet M. Richardso Maura Sullivan, Mar			
REPORT TITLE	Parks Department Sp	pan of Control	REPO	RT NUMBER	2000-08
SCOPE	Financial Rela	ted	X Econ	omy and Efficiency	
	Compliance		Prog	ram Results	
	Internal Contro	ol Review	X Spec	ial Study	
OBJECTIVES	Determine what staffing changes occurred in the Parks Department since 1993 and how those changes impacted the department's span of control, as well as whether the ratio of administrative and support staff to service and program staff has changed and the reasons for such changes, if any.				
HIGHLIGHTS	Significant findings an	nd recommendations	include:		
	• From 1993 to 2000, the average span of control in the Parks Department is estimated to have decreased from 5.19 to 4.56 while total staffing decreased by 128.68 full-time equivalent (FTE) employees, and from 1993 to 1998, salary expenses decreased by \$541,929. However, the likelihood thatFTEs for extra help staff were overstated in 1993 means that the span of control may have remained fairly constant from 1993 to 2000. The study recommended that the executive review the organizational structure of the Parks Department to identify areas where organizational layers can be eliminated as well as management positions that can be eliminated or converted to non-management positions, and then initiate negotiations with the appropriate labor unions to implement those organizational changes that will impact represented employees.				
	The number of administrative and support FTEs increased by 70% while the number of service and program FTEs decreased by 32% from 1993 to 2000. Moreover, salary expenses for administration and support almost doubled from 1993 to 1998 while decreasing 14% for services and programs. The study recommended that the executive review the organizational structure of the Parks Department to determine if there are areas where overheadFTEs can be eliminated or converted to service/program FTEs in order to reduce the percentage of administrative and support costs.				
TIME FRAME	Start Date: 7/21/98	Completion Date	e: 11/8/00	Hours Spent: 957	
POTENTIAL BENEFITS	X Financial Impa	act	Inter	nal Control Improven	nents
	Directly Reco	verable Costs	X Open	rational Improvement	ts
	Policy Alterna	itives	Othe	r	

APPENDICES

APPENDIX 1

KING COUNTY HOME RULE CHARTER SECTION 250

The county auditor shall be appointed by a majority of the county council, and shall be responsible to the council for conducting, or causing to be conducted, independent post audits of county agencies for the purpose of reporting to the council regarding the integrity of the function of the financial management system, the quality and efficiency of agency management, and the effectiveness of programs. In carrying out this purpose, the auditor shall perform the following audits within guidelines established by the county council by ordinance: financial and compliance audits to supplement those performed by the state pursuant to general law, economy and efficiency audits, and program result audits. The auditor shall report the results of each agency audit to the county council. Annual audits shall continue to be performed by the state in accordance with general law.

The organization and administration of the auditor's office shall be sufficiently independent to assure no interference or influence external to the organization shall adversely affect an independent and objective judgment of the auditor and shall be provided a discrete budget and staffing allocation.

[As amended in 1988]

APPENDIX 2

KING COUNTY CODE

Chapter 2.20 COUNTY AUDITOR

Sections:

2.20.005	Audit office established.
2.20.010	Appointment.
2.20.015	Auditor selection process.
2.20.020	Qualifications.
2.20.030	Term of office.
2.20.035	Types of audits.
2.20.040	Scope of authority.
2.20.045	Audit work program.
2.20.050	Reporting of formal audits.
2.20.060	Oath administration.
2.20.070	Violation enjoinment.
2.20.080	Staff.

2.20.005 Audit office established. There is hereby established within the legislative branch, pursuant to Section 250 of the King County charter, the county audit office. The organization and administration of the audit office shall be sufficiently independent to assure that no interference or influence external to the office shall adversely affect an independent and objective judgment by the auditor. The office shall be generally responsible for assisting the county council in its oversight function through the conduct of financial and management audits of county agencies under the directorship of the county auditor. The office shall be provided a discrete budget and staffing allowance. (Ord. 8264 § 1, 1987).

- **2.20.010 Appointment.** The King County auditor shall be appointed by a majority of the council following a selection and screening process as herein described. (Ord. 8264 § 2, 1987: Ord. 394 § 1, 1970).
- **2.20.015** Auditor selection process. A. The selection process shall include at a minimum the following:
 - 1. Review and update of the auditor's job classification description.
 - 2. Advertise regionally the availability of the position.
- 3. Establishment of an ad hoc auditor screening committee responsible for the screening and preliminary interviewing of candidates.
 - 4. Final interview and selection of appointee by the council.
- B. The auditor screening committee shall be composed of five members appointed by the council and selected as follows:
- 1. Two members from either a private sector accounting firm or other government agency with experience in accounting and financial management operations, preferably certified public accountants.
- 2. Two members from either private sector or non-profit organizations with executive experience and a background in program evaluation.

- 3. One member who is a non-elected member of the legislative branch.
- C. The screening committee shall screen, interview and score applicants for the auditor position, making a slate of the top five ranking candidates for the council's consideration. The committee shall also be formed to make recommendations to the council on any decision to reappoint the auditor. (Ord. 8264 § 3, 1987).
- **2.20.020** Qualifications. The auditor selected shall be a person able to analyze problems of fiscal controls, management and administration and public policy and shall not be actively involved in partisan affairs. (Ord. 394 § 2, 1970).
- **2.20.030 Term of office.** The auditor shall serve a term of four years, or for a specified period less than four years which shall be set by the majority of the council at the time of appointment, unless removed for cause at any time by vote of two-thirds majority of the council, and shall be reconsidered for reappointment at the end of the term of office. (Ord. 3455 § 1, 1977: Ord. 394 § 3, 1970).
- **2.20.035 Types of audits.** The auditor, as a minimum, shall be responsible for performing the following types of audits:
- A. Financial and compliance audits to determine whether financial operations are being properly conducted, whether the financial reports of the audited agency are presented fairly, and whether the agency has complied with the applicable laws and regulations. These audits shall be used to supplement the financial and compliance audits conducted by the state pursuant to statute.
- B. Economy and efficiency audits- to determine whether the agency is managing or utilizing its resources in an economical and efficient manner, and the causes of any inefficiencies or uneconomical practices.
- C. Program results audits to determine whether the desired results or benefits are being achieved, whether the objectives established by the council are being met, and whether the agency has considered alternatives which might yield desired results at a lower cost.
- D. Special studies essentially informally conducted audits used to evaluate program effectiveness or efficiency under specific circumstances or when directed by the council. (Ord. 8264 § 4, 1987).
- **2.20.040 Scope of authority.** The county auditor shall perform the following functions and be charged with the following responsibilities for the council. Council review and control of county administration consists of all methods and procedures used by the legislative body to secure faithful, efficient and effective administration of county programs. The following summary of objectives shall be the audit functions:
- A. To determine the extent to which legislative policies are being faithfully, efficiently and effectively implemented by administrative officials. From this oversight process, there may be developed information necessary for the council to take corrective action with respect to administration or to revise legislative policies if they are found to be inappropriate or inadequate;
- B. To determine whether county programs are achieving their desired objectives. This step may provide information on the need for changing, deleting or modifying programs or program elements through additional legislation;

- C. To review both the administrative control and executive cortrol systems as established by the agency or department heads and by the county executive respectively, and to determine that such control systems are adequate and effective in accomplishing their objectives. Through the review of the control systems the council will be better able to judge whether an agency is organized and administered in such a way as to be able to competently carry out its responsibility;
- D. To hold accountable county officials in their use of public funds and other resources at their disposal. This includes examination of financial statements and the legality and prudence of expenditures; the efficient use of all resources including the elimination of wasteful practices; and the satisfactory implementation of program;
- E. To investigate whether or not laws are being administered in the public interest, to determine if there have been abuses of discretion, arbitrary actions, or errors of judgments; and to encourage diligence on the part of administrative officials;
- F. To submit reports to the council resulting from periodical post audits of each department or account. The auditor shall have access to the books and accounts of all county departments, officials or employees charged with the receipt, custody or safekeeping of public funds;
- G. To give information to the county council whenever required upon any subject relating to the financial affairs of the county;
- H. To make periodic reports to the council which shall include and not be limited to the following:
- 1. To determine whether departments, officials and employees, in making expenditures, have complied with the will of the council, state laws and the State Constitution,
- 2. To give information of proposals as he deems expedient in support of the county's credit, as well as make recommendation for lessening expenditures, for promoting frugality and economy in county affairs and for an improved level of fiscal management,
- 3. To report matters concerning the effectiveness and efficiency of the programs and operation of the county,
- 4. To be empowered to take exception to improper specific expenditures incurred by any department or person,
 - 5. To promptly report any irregularities to the county council;
- I. To examine and inspect all books, records, files, papers, documents and information stored on computer records relating to all financial affairs of every office and department, political subdivision and organization which receive appropriations from the county. The auditor, subject to council approval, may require any person to appear before him at any time when given proper notification to produce any accounts, books, records, files and papers but not including personal papers in the possession or control of such person as shall appear to be unnecessary for the purpose of the examination and not kept as a part of his public responsibilities. If such person fails to produce the aforementioned papers, then the auditor, subject to council approval, may cause a search to be made and exhibits to be taken from any book, paper or record in the custody of any such person or public official without paying any fee except for reproduction costs; and every office having the custody of such books, records, files, papers and documents shall make a search and forward such exhibits as heretofore requested. (Ord. 1565 § 1, 1973: Ord. 394 § 4, 1970).

- **2.20.045** Audit work program. A. The council shall review and approve annually by motion a work program prepared by the auditor for the auditor's office. The work program shall include the various types of audits and any recommended special studies to be conducted and managed by the auditor. It shall also include any analytical staff work directed by the council which would fall outside of the regular definition of an audit or special study.
- B. The council may move to amend the approved annual work plan to meet special circumstances as they may arise. However, no council initiated change to the work plan shall be made that adversely affects an audit or study in progress without the recommendation of the auditor.
- C. If the auditor determines that there is serious concern regarding fraud, abuse or illegality, or that the scope of an audit or study in progress should be expanded as the result of any findings, the auditor is authorized to initiate spontaneously and conduct, or expand the scope of, an audit beyond that approved in the work program. The auditor shall notify the council of the change. (Ord. 8264 § 5, 1987).
- **2.20.050 Reporting of formal audits.** A. The audit will be designed to define the performance of the agency in accordance with council and executive policy.
- B. The audit will result in all cases in a written report. The report will detail those findings which are positive or negative observations concerning the agency's performance. The county executive and the county administrative officer will review the preliminary draft to amplify or clarify various issues and to offer additional recommendations. Matters of evaluation of performance other than these will not be the subject of preliminary review.
- C. With technical changes incorporated, the audit report is to be finalized and sent to the agency, and/or the county executive for review. Two weeks after receiving the audit, the subject agency will be required to send a written reply to the auditor, detailing:
- 1. Disagreement with the findings which might explain agency action that is apparently inconsistent with policy;
- 2. Agency action which will be taken to correct deficiencies cited. In this regard, the agency will establish commitments in terms of dates by which changes will be incorporated.
- D. Fourteen calendar days after delivering the report to the agency, the auditor shall release the report to the county council members for their review. If no agency response is included, the auditor will note this and the reason, if known.
- E. The council shall designate a committee to receive and review all audits and special studies. That committee shall also be charged with providing on-going oversight for the performance of the office including the development of the work program.
- F. After the release of the audit to the council, the auditor will file a copy as matter of public record with the records and elections division. (Ord. 8264 § 6, 1987; Ord. 1193 § 1, 1972: Ord. 682, 1971: Ord. 394 § 5, 1970).
- **2.20.060 Oath administration.** The auditor may administer oaths to persons summoned to appear before him and may question such persons, under oath, concerning receipts and expenditures of moneys and concerning all other things and matters necessary for the due execution of the duties vested in him by this chapter. (Ord. 1565 § 2, 1973).

- **2.20.070 Violation enjoinment.** Notwithstanding the existence or use of any other remedy, the county auditor may seek regular or equitable relief to enjoin any acts or practices and abate any conditions which constitute or will constitute a violation of this code or other regulations wherein adopted. (Ord. 1565 § 3, 1973).
- **2.20.080 Staff.** The auditor, with consultation of the council, may employ staff assistants, clerical personnel or use services of public accounting firms or consultants as may be necessary for conduct of his office. (Ord. 1565 § 4, 1973).

REPORTS BY THE KING COUNTY AUDITOR'S OFFICE

1980 - 1991

1980 Police Officer Hiring Process (M)

Accounts Payable System (F)

Public Works Equipment Rental and Revolving Fund (M/F) Financial Management of Forward Thrust Bond Proceeds and General Obligation Bond Levy Monies (M/F)

1981 Housing Programs Study (S)

Harborview Medical Center 1977 Construction

Capital Project Fund (F)

King County Budget Process (M)

King County Jail Cash Management Functions (F)

Emergency & Inpatient Alcoholism Treatment Programs (M)

King County Park Operations (M)

1980 Year-End Expenditure Transactions (F)

1982 Investment Program Internal Controls (F)

King County Jail Cash Mgmt. Functions (F)

Police Staffing, Allocation & Scheduling Audit (M)

Cash Management of Federal Funds (F)

King County Park Acquisition and Development Fund, 1968-1981 (F)

City of Seattle Park Acquisition and Development Fund,

1968-1981 (F)

King County Arterial Highway Development Fund/City of Seattle Arterial Development Fund, 1968-1980 (F)

Dept. of Judicial Administration Internal Controls (F)

Sheriff's Real Property Sales (M)

Road Fund Property Holdings (M)

Emergency Medical Services Division/Funding

Allocation, Service Delivery, & Financial

Management Functions (M)

Public Defense System (F)

1983 1966 Harborview Hospital Construction Fund (F)

Follow-Up Study, King County Park Operations (S)

New Jail Construction Contract Administration (F)

King County Investment Management (F)

Gambling Tax Collection Process & Internal Controls (F)

1984 Solid Waste Staff Utilization (M)

DPPRC--Systems Development Process (M)

King County Parking Facilities Study (S)

Residential Real Prop. Assessment Level & Uniformity (M)

Roads CIP Budgeting and Scheduling Practices (M)

Review of King County Accounting Funds (S)

BALD Permit Fee Collection Process (F)

1985 Alcoholism and Substance Abuse Services Division Receivables (F)

Test of Real Property Tax Systems Computer Files (F)

Budgetary Staffing Standards (M)

Police Overtime Usage and District Court Scheduling (S)

Roads CIP Budgeting and Staffing Practices Follow-Up (M)

Insurance Fund (F)

King County International Airport (F)

Equipment Management/Utilization, Maintenance, &

Replacement Practices (M)

1986 Business License Inspection Practices (M)

County Gasoline Contract (M)

Parks Maintenance (M)

Collective Bargaining Agreements (M)

Finance Office Cashiering (M)

Risk Management (M)

H&CD Housing Loans Administration (F)

Public Defense Program Fund Balance Levels (F)

King County Reporting of State Excise Tax (F)

Department of Public Safety, Financial and Personnel

Administration (S)

1987 Harborview Medical Center Master Plan and CIP (M)

Jail Intake, Transfer, and Releases (M)

County Airport Historical Funding (F)

County Airport Operations (M)

Motor Pool Financing (S)

Meat Inspection Program (M)

1988 Accounts Payable (F)

Public Health Pooling Fund (S)

DPH Financing Provisions of 1984 Interlocal Agreement (S)

District Courts Time-Pay Collections Clerks (S)

Political Contributions by Charitable Organizations (S)

Surplus Personal Property (F)

Solid Waste Cashiering (F)

Project Management Cost Allocation Procedures (F)

Court Services (M)

Natural Resources and Parks Division Rental Houses (S)

M/WBE Utilization Requirements for Financial Services

Contracts (S)

DPH, County Funded Community-Based Health Clinics

and WIC Program (S)

Court Detail, Operation and Staffing (M)

Jail Classification Services (M)

Restaurant Inspection Program (M)

1989 Audit Coverage in King County Government (S)

Real Property Records (M)

Solid Waste Accounts Receivable (F)

Department of Public Health Car Rental (S)

Records Management (S)

Department of Public Health, Computer System

Planning and Development (S)

Performa '87 (F)

Parks Capital Improvement Program (M)

1988 Consultant Selection Processes for Harborview Capital Projects (S)

1990 Jail Intake, Transfer and Release -- Workload, Operations and Staffing (M)

Arbitrage Rebate Requirements on Tax-Exempt Bonds (F)

Conservation Futures (F)

Real Property Sale, Lease & Exchange Practices (M)

Youth Services (M)

Office of Civil Rights & Compliance (M)

Criminal Investigations & Special Operations (M)

Business and Occupation and Public Utility Taxes (F)

Earthquake Preparedness (M)

District Courts and Warrants Division Revenues (S)

State Auditor Use of County Facilities and Equipment (S)

Department of Youth Services Health Program (M) Code Enforcement Program Building and Land

Development Division (M)

Assigned Take Home Vehicles and Agency-Paid Parking (S)

1991 Carpentry Shop (F)

County Fuel Station Internal Controls (F)

County Agency Performance Monitoring Survey (S)

King County Elections Practices (M)

King County Purchasing Agency (M)

Farmlands and Open Space Preservation Program (M)

King County Detoxification Center (M)

Dept. of Public Safety Field Training Officer Program (S)

REPORTS BY THE KING COUNTY AUDITOR'S OFFICE

<u> 1992 - PRESENT</u>

1992 King County Office of Emergency Management (S)

King County Dept. of Stadium Administration Revenues (F)

Environmental Health Charges to Solid Waste (S)

Sierra PERMITS Automation System (M)

King County Office of Human Resource Management (M)

BALD Financial Guarantee Administration (M)

Northshore Youth and Family Services (F)

Dept. of Youth Services Drug & Alcohol Program (M)

Dept. Adult Detention & Youth Services Overtime (S)

SEPA Revenues and Accounts Receivable (F)

Methodology for Funding Legal Services for Non-Current Expense Fund Agencies (S)

Accounts Payable (F)

Solid Waste Equipment Replacement Practices (M)

1993 Dept. of Development and Environmental Services Assigned Vehicles (M)

Certificate of Occupancy Process (M)

Collection of Civil Penalties and Recovery of Abatement Costs (F)

DDES Field Inspection Function (M)

Police Overtime for Court Appearances (M)

Dept. of Youth Services Sex Offender Unit and Special Sex Offender Dispositional Alternative Program (M)

Office of Open Space Financial Administration (M/F)

Collection Enforcement Section (S)

Cellular Phones (S)

Surface Water Management Service Charges (F)

Acceptance of Special Waste at County Landfills (S)

Solid Waste Division Internal Controls for Handling and

Storage of Parts, Fuel, and Other Operating Supplies (F)

1994 Span of Control (S)

Community Diversion Program (M)

Dept. of Development & Environmental Services Reduction-In-Force Process (S)

Cedar Hills Alcohol Treatment Facility (CHAT) Accounting Procedures and Staffing Levels (M)

DDES Fire Marshal's Office Fire Investigation Unit (S)

DDES Accounts Receivable (F)

Travel Expenses and Credit Card Use (M/F)

Services & Treatment Alternatives for Developmentally Disabled Offenders Incarcerated in the King County Correctional Facility (M)

Board of Appeals and Equalization (S)

Surface Water Management Non-Construction CIP Costs (S)

Tracking and Reporting on Lawsuits Involving King County (S)

Jail Overtime Study Follow-Up (S)

1995 Dept. of Metropolitan Services Temporary Contract Workers (M)

King County Purchasing Practices & Supply Contract Prices (M)

Sewage Facilities Capacity Charge (F)

Audit Recommendation Implementation (S)

Dept. of Metropolitan Services Professional Services Contract (M)

Human Services Dept. Monitoring of Contract Compliance (F)

Biomedical Waste Regulation Enforcement (S)

Customer Service Motion Survey (S)

County Fair Financial & Contract Management (F/M)

Supported Employment Program (M)

1996 Dept. of Metropolitan Services West Point & Renton Wastewater Treatment Facilities (C)

1990 Code Enforcement Audit Follow-Up (M)

Dept. of Metropolitan Services Compensatory Time Policies,

Procedures, and Practices (S)

King County Women's Program (M)

Cultural Programs (Hotel/Motel Tax Distribution) (F/M)

Investment Management (F)

King County Road Construction Fund and Capital Improvement Program (M)

Emerging Infectious Diseases and Laboratory Operations (M)

DUI Offender Program (M)

King County Real Property Acquisition Practices (M)

Seattle-King County Dept. of Public Health (SKCDPH)

Immunization Program (M)

1997 King County Methadone Treatment Programs (M)

Criminal Justice-Funded Department of Public Safety

Staffing (S)

Permit Fee Waivers (M)

Animal Control Section Collection Practices and Interlocal Services (F)

King County Contract for Sobering Services (S)

Office of Civil Rights Enforcement Case Management (S)

Neighborhood Drainage Assistance Program (S)

Surface Water Management Program (S)

Motor Pool (S)

Information and Telecommunications Services (M)

1998 Automated Telephone Systems (S)

Interlocal Agreements & Public Agency Contracts (S)

Review of Selected Capital Project Funds (S)

Metro Tunnel Rail Installation Process (M)

Road Maintenance Contracts (F)

ITS Infrastructure Operating and Maintenance Costs (F)

1999 Information Technology Planning, Development, and Implementation Processes (M)

East Lake Sammamish Trail (S)

Bond Funded Capital Improvement Projects (F)

King County Traffic Volume Forecast Model (S)

Jail Overtime (S)

Transit Management (C)

Disposition of Firearms (S)

Metro Transit Vehicle Maintenance Operations (M)

Employee Benefits (C)

Risk Management (C)

2000 Audit Recommendation Implementation (S)

Sheriff's Office Overtime (M)

Office of Human Resources Management Hiring Practices (M)

Columbia Public Interest Policy Institute (M)

King County Permit Processes and Practices (M)

School Impact Fees (S)

Scale Operator Injury Claims (M)

Parks Department Span of Control (S)

- Management Audit (M)
- (F) Financial Audit
- (S) Special Study
- (C) Audit/Study conducted by consultants